



**United States of America  
National Labor Relations Board**



**NOTICE OF ELECTION**

**INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL**

**PURPOSE OF ELECTION:** This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

**SECRET BALLOT:** The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

**ELIGIBILITY RULES:** Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

**CHALLENGE OF VOTERS:** An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

**AUTHORIZED OBSERVERS:** Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

**METHOD AND DATE OF ELECTION**

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit. On Wednesday, December 12, 2018, ballots will be mailed to voters from the National Labor Relations Board, Region 16, 819 Taylor St Rm 8A24, Fort Worth, TX 76102-6107. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by Tuesday, December 18, 2018, should communicate immediately with the National Labor Relations Board by either calling the Region 16 Office at (817)978-2921 or our national toll-free line at 1-844- 762-NLRB (1-844-762-6572).

All ballots will be commingled and counted at the Region 16 Office on Friday, December 28, 2018 at 2:00p.m. In order to be valid and counted, the returned ballots must be received in the Region 16 Office prior to the counting of the ballots.



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**VOTING UNIT**

16-RC-231712

**EMPLOYEES ELIGIBLE TO VOTE:**

All full-time and regular part-time janitorial employees working on the employer’s contract with the Government at U.S. border crossing facility located at 3300 South Expressway 77/83, Brownsville, TX, 78521, who were employed by the Employer during the payroll period ending November 27, 2018.

**EMPLOYEES NOT ELIGIBLE TO VOTE:**



All office clerical employees, professional employees, managerial employees, guards, and supervisors as defined by the Act.

**THIS WILL BE A MAIL BALLOTS ELECTION:**

The election will be held on by mail ballot. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National labor Relations Board, Region 16, on December 12, 2018. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 16 office by close of business on December 27, 2018. The mail ballots will be counted at the Region 16 Regional Office located at 819 Taylor Street, Room 8A24, Fort Worth, Texas 76102 at 2:00 p.m. on December 28, 2018.

If any eligible voter does not receive a mail ballot or otherwise requires a duplicate mail ballot kit, he or she should contact the Region 16 office at **(817) 978-2921** by no later than 4:45 p.m. on December 18, 2018 in order to arrange for another mail ballot kit to be sent to that employee.

**PLEASE READ CAREFULLY** “Instructions to Eligible Employees Voting by United States Mail” a copy of which will be enclosed with each ballot.

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|    | <p><b>UNITED STATES OF AMERICA</b><br/><b>ESTADOS UNIDOS DE AMERICA</b><br/>National Labor Relations Board<br/>Junta Nacional De Relaciones Del Trabajo<br/>16-RC-231712</p> <p><b>OFFICIAL SECRET BALLOT</b><br/><b>PAPELETA SECRETA OFICIAL</b><br/>For certain employees of<br/>Para Ciertos Empleados De<br/><b>JOSE ERNESTO SALAZAR, LLC D/B/A JESCO</b></p> |  |
| <p>Do you wish to be represented for purposes of collective bargaining by<br/>¿Desea usted estar representado para los fines de negociar colectivamente por<br/><b>CONSOLIDATED COMMERCIAL WORKERS OF AMERICA, LOCAL 528?</b></p>   |   |   |
| <p><b>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</b><br/><b>MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN</b></p>  |   |   |
| <p><b>YES</b><br/><b>SI</b></p> <div><input type="checkbox"/></div>   |   | <p><b>NO</b><br/><b>NO</b></p> <div><input type="checkbox"/></div>                    |
| <p><b>DO NOT SIGN THIS BALLOT. See enclosed instructions.</b><br/><b>NO FIRME ESTA PAPELETA. Vea las Instrucciones incluidas.</b></p> <p>The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board.</p> <p>La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.</p> |   |   |



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National Labor Relations Board



## NOTICE OF ELECTION

### INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

#### **RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

#### **It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.**

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

#### **The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:**

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

#### **The National Labor Relations Board protects your right to a free choice.**

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (817)978-2921 or visit the NLRB website [www.nlrb.gov](http://www.nlrb.gov) for assistance.